

Your Rights Under Title VI of the Civil Rights Act of 1964

“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” (42 U.S.C. 2000d)

What is Title VI and Title VI Policy?

Title VI of the Civil Rights Act of 1964 is the Federal Law that protects individuals and groups from discrimination on the basis of their race, color, and national origin, in programs and activities that receive Federal financial assistance.

The Connecticut Department of Transportation (CTDOT) will effectuate the provisions of Title VI of the Civil Rights Act of 1964 (42 USC Section 2000d), 49 CFR Part 21, and 23 CFR Part 200, FTA Circular 4702.1.B, 49 CFR Part 303 and related nondiscrimination authorities. CTDOT prohibits discrimination on the basis of race, color, national origin, sex (FMCSA), age (FMCSA), disability (FMCSA), income-status (FMCSA), or LEP (FMCSA), and will ensure that no person is excluded from participation in, denied the benefits of, or is otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the United States Department of Transportation. CTDOT also assures that every effort will be made to ensure non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

What discrimination is prohibited by the CTDOT Title VI Program?

Discrimination under our Title VI program is an act (action or inaction) whether intentional or unintentional, through which a person or group, solely because of race, color, national origin, sex (FMCSA), age (FMCSA), disability (FMCSA), income-status (FMCSA), or LEP (FMCSA), has been excluded from participation, denied the benefits, or otherwise subjected to unequal treatment or impact, under any program or activity receiving financial assistance from USDOT. In operating USDOT-assisted programs, a recipient cannot discriminate either directly or through contractual or other means by:

- Denying programs services, financial aids, or other benefits;
- Providing different program services, financial aids, or other benefits, or providing them in manner different from that provided to others;
- Segregating or separately treating individuals or groups in any matter related to the receipt of any program service, financial aid, or benefit;
- Restricting in any way the enjoyment of any advantage or privilege enjoyed by others receiving any program service, financial aid, or other benefits;
- Denying person(s) the opportunity to participate as a member of a planning, advisory, or similar body;
- Denying person(s) the opportunity to participate in the program through the provision of services, or affording the opportunity to do so differently from those afforded others.

How can I file a discrimination complaint?

A complaint may be filed by any individual or group that believes that they have been subjected to discrimination based on their race, color, national origin, sex (FMCSA), age (FMCSA), disability (FMCSA), income-status (FMCSA), or LEP (FMCSA). The complaint may be filed by the affected party or a representative. A signed, written complaint should be filed within 180 days of the date of the alleged discrimination, including:

- Your name, address and telephone number. If you are filing on behalf of another person, include their name, address, telephone number, and your relation to that person.
- The name and address of the agency, firm, department, and individual(s) you believe discriminated against you (if known).
- A description of how, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts.
- The names of any persons, if known, that CTDOT Office of Contract Compliance could contact for additional information to support or clarify your allegations.

Complaints or requests for additional information may be directed to:

Debra Goss, Title VI Coordinator, CT Department of Transportation
2800 Berlin Turnpike, Newington, CT 06131-7546,
Tel: (860) 594-2169; E-mail: Debra.Goss@ct.gov

Complaints may also be filed directly with the United States Department of Transportation (USDOT). For information on how to file a complaint directly with USDOT please contact Ms. Debra Goss. If you believe that a USDOT Federal aid recipient has retaliated against you, immediately contact the USDOT to investigate your allegation. Filing a complaint does not prevent an individual or group from seeking remedy through other sources.